

Pregnant and Parenting Students

High Point University (HPU) is committed to creating and maintaining a community where all individuals enjoy freedom from discrimination, including discrimination on the basis of sex, as mandated by Title IX of the Education Amendments of 1972 (Title IX). Sex discrimination, which can include discrimination based on pregnancy, marital status, or parental status, is prohibited and illegal in admissions, educational programs and activities, hiring, leave policies, employment policies, and health insurance coverage. HPU hereby establishes a policy and associated procedures for establishing the protection and equal treatment of pregnant individuals, persons with pregnancy-related conditions, and new parents.

Scope of Policy

This policy applies to all aspects of HPU's program, including, but not limited to, admissions, educational programs and activities, extracurricular activities, hiring, leave policies, employment policies, and health insurance coverage.

Definitions

- a. **Caretaking:** caring for and providing for the needs of a child.
- b. **Medical Necessity:** a determination made by a health care provider (of the student's choosing) that a certain course of action is in the patient's best health interests.
- c. **Parenting:** the raising of a child by the child's parents in the reasonably immediate postpartum period.
- d. **Child:** Student's biological, adopted, foster child, or legal ward.
- e. **Pregnancy and Pregnancy-Related Conditions:** include (but are not limited to) pregnancy, childbirth, false pregnancy, termination of pregnancy, conditions arising in connection with pregnancy, and recovery from any of these conditions.
- f. **Pregnant Student/Birth-Parent:** refers to the student who is or

was pregnant. This policy and its pregnancy-related protections apply to all pregnant persons, regardless of gender identity or expression.

- g. **Reasonable Accommodations:** (for the purposes of this policy) changes in the academic environment or typical operations that enables pregnant students or students with pregnancy-related conditions to continue to pursue their studies and enjoy the equal benefits of HPU.

Privacy

As with disability accommodations, information about pregnant students' requests for accommodations will be shared with faculty and staff only to the extent necessary to provide the reasonable accommodation. Faculty and staff will regard all information associated with such requests as private and will not disclose this information unless necessary. Administrative responsibility for these accommodations lies with the Title IX Coordinator, who will maintain all appropriate documentation related to accommodations.

Participation in Classes and Programs

Students are encouraged to work with their faculty members and HPU's support systems to devise a plan for

how to best address the conditions as pregnancy progresses, anticipate the need for leaves, minimize the academic impact of their absence, and get back on track as efficiently and comfortably as possible. The Title IX Coordinator will assist with plan development and implementation as needed.

HPU and its faculty, staff, and other employees will not require students to limit their studies as the result of pregnancy or pregnancy-related conditions. Faculty are encouraged to allow students to take short-term absences related to pregnancy and pregnancy-related conditions and/or parenting. Such requests must be addressed without regard to the student's sex or gender.

To the extent possible, HPU will take reasonable steps to ensure that pregnant students who take a short-term absence or a leave of absence will return to the same position of academic progress that they were in when they took leave, including access to the same course catalog that was in place when the leave began.

In situations such as clinical rotations, performances, labs, and group work, the institution will work with the student to devise an alternative path to completion, if possible. In progressive curricular and/or cohort-model programs, medically necessary leaves are sufficient cause to permit the student to shift course order, substitute similar courses, or join a subsequent cohort when returning from leave.

Reasonable Accommodation of Students Experiencing Pregnancy, Childbirth, Or Related Conditions

Students must be afforded reasonable academic accommodations due to pregnancy and related medical conditions, to the extent that such accommodations would not result in a fundamental alteration of the academic program or impose an undue burden on the university.

Students with pregnancy-related disabilities, like any student with a short-term or temporary disability, are entitled to reasonable accommodations so that they will not be disadvantaged in their courses of study or research and may seek assistance from the Title IX office. No artificial deadlines or time limitations will be imposed on requests for accommodations, but HPU is limited in its ability to impact or implement accommodations retroactively.

Reasonable accommodations may include, but are not limited to:

1. Providing accommodations requested by a pregnant student to protect the health and safety of the student and/or the pregnancy (such as allowing the student to maintain a safe distance from hazardous substances);
2. Making modifications to the physical environment (such as accessible seating);
3. Providing mobility support;
4. Excusing medically necessary absences (this must be granted, irrespective of classroom attendance requirements set by a faculty member, department, or division);
5. Granting leave per HPU's medical leave policy or implementing incomplete grades for classes that will be resumed at a future date; or
6. Providing for extensions on assignments, postponement of quizzes and exams, and excused absences for medical appointments and for related medical conditions for as long as the student's medical provider deems medically necessary.
7. Affording the opportunity to make up any work missed due to pregnancy or related medical conditions, including class participation and attendance credits, if the grading system in a course is based in part on class participation or attendance.



Inclusion of an accommodation in this list does not mean it would be a reasonable accommodation under all situations.

The Title IX Coordinator has the authority to determine that such accommodations are necessary and appropriate, and to inform faculty members of the need to adjust academic parameters accordingly.

Prohibited Conduct (Harassment, Retaliation, or Discrimination)

Harassment, retaliation, and discrimination based on pregnancy and related medical conditions, or parenting status are prohibited.

Discrimination is any unlawful distinction, preference, or detriment to a student or applicant as compared to others that is based on the student's or applicant's pregnancy or related medical condition and that is sufficiently serious to unreasonably interfere with or limit the student's or applicant's ability to participate in, access, or benefit from the university's educational programs, services, or activities (e.g., admission, academic standing, grades, assignments, campus housing, financial assistance).

Students affected by pregnancy or related medical condition must be offered benefits and services equivalent

to those provided to other students with a temporary medical condition.

Discrimination also includes any unlawful distinction, preference, or detriment to a parenting student or applicant as compared to other parenting students that is based on the student's sex or gender.

Harassment is a type of discrimination that occurs when verbal, physical, electronic, or other conduct based on a student's or applicant's pregnancy or related medical condition or based on sex or gender related to parenting interferes with that student's educational environment (e.g., admission, academic standing, grades, assignments) or participation in a university program or activity (e.g., campus housing).

Examples of harassment may include, but are not limited to, sexual jokes, comments, or name-calling related to pregnancy and related medical conditions, or on the basis of sex or gender related to parenting; comments about an individual's intellectual or physical ability to complete coursework or commitment to their education or future profession due to pregnancy and related medical conditions, or parenting; withholding or threatening to withhold research funding or scholarships due to pregnancy and related medical conditions, or on the basis of sex or gender related to parenting; calling a pregnant individual sexually-charged names; spreading rumors about a pregnant individual's sexual activity; and any other unwelcome behavior based on a student's pregnancy and related medical conditions or based on sex or gender related to parenting that would be sufficiently serious to interfere with the student's ability to fully participate in the educational environment.

Retaliation is acts or words taken against an individual because of the individual's participation in a protected activity that would discourage a reasonable person from engaging in protected activity. Protected activity includes an individual's good faith: (i) participation in the reporting, investigation, or resolution

of an alleged violation of this policy; (ii) opposition to policies, practices, or actions that the individual reasonably believes are in violation of this policy; or (iii) requests for accommodations on the basis of pregnancy and related medication conditions or exercising the right to such accommodations. Retaliation may include intimidation, threats, coercion, or adverse employment or educational actions.

Complicity is any act that knowingly aids, facilitates, promotes, or encourages the commission of prohibited conduct by another person.

The responsible should expect the sanctions ranging from a warning to expulsion/termination.

Incidents will be reviewed by the Title IX Coordinator and referred to the appropriate process (i.e., conduct, human resources, etc.) for adjudication.

Contact Information

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